

Invictus Nashville
Approved Waivers 1/26/2024

State Statute/Rule/ Policy	Description of Statute/Rule/Policy	Replacement Policy/Practice	How will waiver of this statute/rule/policy help student achievement?	Date of Approval	Length of approved waiver	Conditions on Waiver
T.C.A. § 49-3-311	Capital Outlay	The Invictus Nashville Board will approve all facility contracts and leases	Facilities will pose a great challenge because charter schools must finance their own buildings and do not have the power to raise taxes to fund capital outlay. It is critical that Invictus Nashville gain freedom from non-health and safety standards for the school site and have control of the facility vested by the Invictus Nashville Board, rather than the city board of education. This freedom will allow us to use the school site resources most effectively and align building choices with the Invictus Nashville mission and goals	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-408-409	Contracts and Employment Termination	Invictus Nashville oversee performance evaluations through Invictus Nashville and leadership processes.	A key to Invictus Nashville's success is being about to attract and retain staff that is committed to our mission and to provide them with the motivation necessary to get the job done. It is essential that Invictus Nashville can design hiring, pay, benefits, promotion, and evaluation systems that are aligned with our mission and goals. Every teacher will be assess based on their performance. Teachers, who attain the required levels of performance, as outlined in their performance management goals, will be offered an opportunity to remain on staff.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	The school will provide all classroom materials for students, including notebooks, folders, pencils, etc. The Invictus Nashville Director of Operations will oversee school procurement of all supplies, furniture, and all other needs.	The Invictus Nashville budget sufficiently meets the needs of classroom supplies. Teachers will also have the ability to request special supplies through centralized ordering and management by the Director of Operations. This will cut down on the need for teacher personal spending and reimbursement.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	Invictus Nashville will set its own leave policies in compliance with all state and federal laws, which will be approved by the Invictus Nashville Board.	Invictus Nashville leave policies will balance both the needs of teachers and those of students by minimizing disruptions to student learning	1/26/2024	Approved for entire charter term	
SBE Rule 0520-01-02-.07	Library Information Center	Invictus Nashville will provide students with access to classroom libraries	A substantial library will be available to students at the nearest public library. This facility will be augmented by classroom libraries.	1/26/2024	Approved for entire charter term	

Invictus Nashville
Approved Waivers 1/26/2024

State Statute/Rule/ Policy	Description of Statute/Rule/Policy	Replacement Policy/Practice	How will waiver of this statute/rule/policy help student achievement?	Date of Approval	Length of approved waiver	Conditions on Waiver
T.C.A. § 49-3-306(a) SBE Rule 0520-01-02-.02 SBE Policy 5.600	Licensed Personnel Salaries	Invictus Nashville Board approves salaries during annual budgeting process.	Student achievement will increase by ensuring every year that our payroll system reflects the purpose, mission, vision, and philosophy of Invictus Nashville. This will also show that all public dollars are used properly with all personnel being paid adequately and on time.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-101(a) SBE Rule 0520-02-03-.10	Licensed Principals	Invictus Nashville leadership will participate in internal training & skills development.	Invictus Nashville will internally train school leaders in alignment with our unique mission and approach and will recruit the most qualified leaders to fulfill its mission.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-6-303; SBE Policy 5.103 SBE Rule 0520-02-03-.05(6)	School Counselor	Invictus Nashville will have the flexibility to hire a qualified individual(s) to fulfill the responsibilities of a school counselor (academic development, social and emotional development, and college and career readiness) through multiple roles/duties both within the school and within the network.	This waiver will provide the school with the flexibility needed to properly staff the school, including many Montessori trained teachers, the opportunity to hire a mental health counselor or certified social worker as a school counselor when needed.	1/26/2024	Approved for entire charter term	The mental health counselor or social work employed by school will have all required credentials.
SBE Rule 0520-01-02-.07	Teacher Assignment	Invictus Nashville Board approves annual calendar, school salaries and teacher assignments	Invictus Nashville may utilize an extended schedule that includes increased instructional and professional development hours. Teachers will receive compensation commensurate with their work hours.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-501-513	Tenure	Invictus Nashville Leadership will oversee performance evaluation.	Invictus Nashville is a results-driven organization. Therefore, all employees of Invictus Nashville will be at-will employees.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-6-2206-2207	Use of Unapproved Textbooks	The Invictus Nashville Board will approve the use of all curricular materials	The Invictus Nashville curriculum and instructional approaches will always be grounded in our mission and vision. The uniqueness of that vision will require the use of both state approved textbooks and other unapproved instructional materials.	1/26/2024	Approved for entire charter term	